

Commonwealth of Massachusetts

Executive Office of Health and
Human Services



Chapter 257 of the Acts of 2008

Provider Information and Dialogue Session:

DDS – Clinical Team

July 19, 2016

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Agenda



- Chapter 257 of the Acts of 2008
- Review of Pricing Analysis and Rate Development Methodologies
- FY15 Spending
- Program Definition and Services
- Preliminary Staffing Menu:
 - Positions
 - Levels
 - Benchmarks
 - Salaries
 - Rate Calculations
- Next Steps
- Questions/Feedback



Chapter 257 of the Acts of 2008 Regulates Pricing for the POS System



Chapter 257 places authority for determination of Purchase of Service reimbursement rates with the Secretary of Health and Human Services under MGL 118E.

Chapter 257 requires that the following criteria be considered when setting and reviewing human service reimbursement rates:

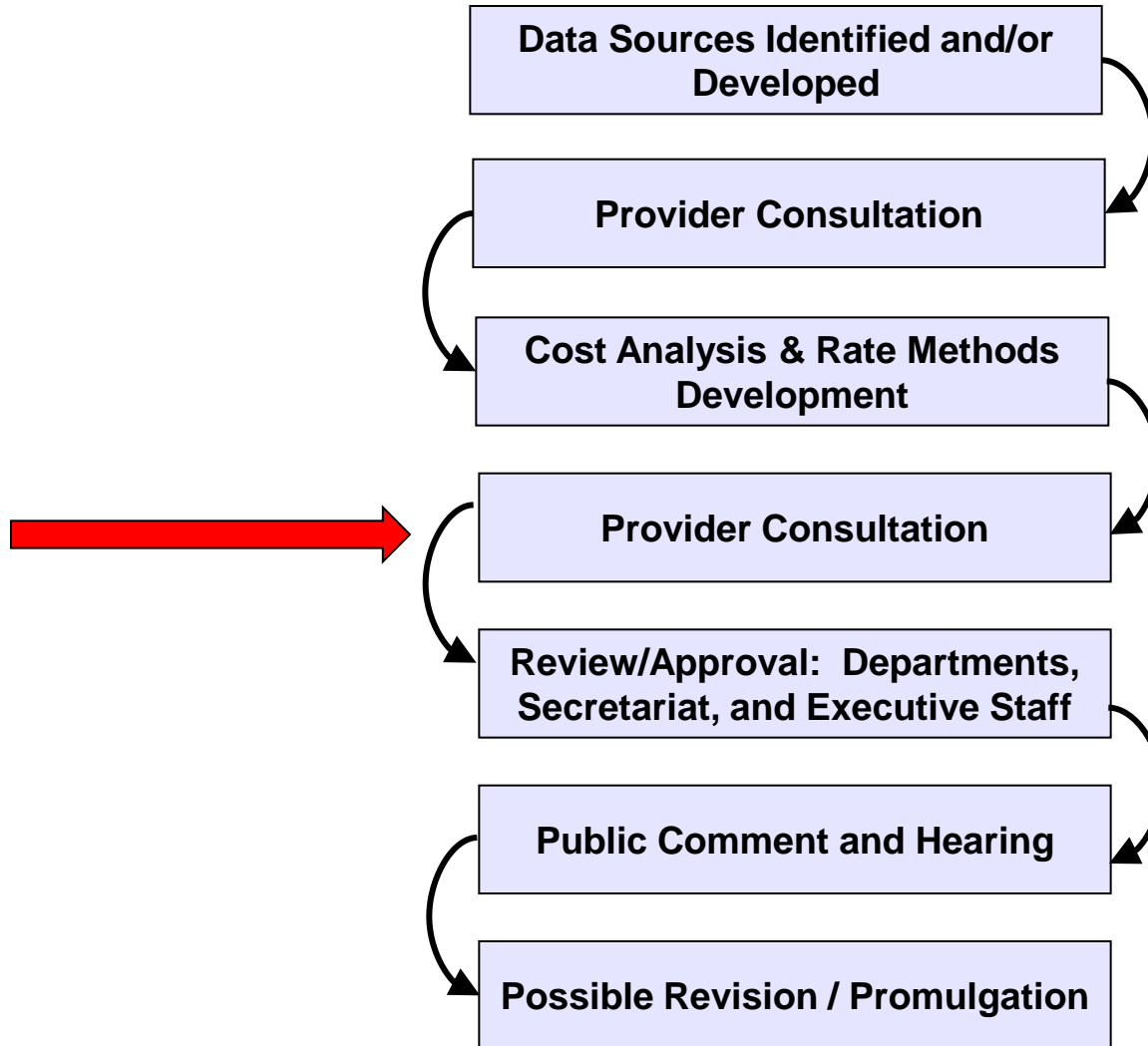
- Reasonable costs incurred by efficiently and economically operated providers
- Reasonable costs to providers of any existing or new governmental mandate
- Changes in costs associated with the delivery of services (e.g. inflation)
- Substantial geographical differences in the costs of service delivery



Process of Analysis, Development, Approval, and Hearing



Pricing Analysis, Rate Development, Approval, and Hearing Process





Clinical Team FY15 Spending



In FY15, the Department of Developmental Services contracted with 12 providers throughout the state to provide Clinical Team services to consumers.

Program Name	Department	Activity Code	FY15 Spending
Clinical Team	DDS	3170	\$4,123,362



Clinical Team Program Definition



Clinical Team Services

Comprised of medical, psychological, and social service professionals, the Clinical Team provides round-the-clock on-call response to individuals in crisis.

Services include:

- Telephone, mobile outreach and on-site face to face evaluations
- Medication management
- Outreach and on-site short term clinical interventions
- Pre-screening for crisis stabilization programs and inpatient facilities, and
- Arranging for other diversionary services.



Clinical Team Outreach Consultation



Outreach consultation is provided by the Clinical Team:

- To prevent an emergency situation from arising,
- To divert from hospitalization, and
- To stabilize crisis situations.

Outreach contact can be maintained for high-risk individuals until transition to other supports can be put in place.



Clinical Team Staffing Positions



Based on data reported on FY15 UFRs and purchaser input, 11 separate professional FTE positions have been identified as members of provider Clinical Teams:

- | | |
|----------------------------|-------------------------|
| - Program Manager | - Social Worker |
| - Supervising Professional | - Clinician |
| - Psychiatrist | - Direct Care III |
| - Nurse Specialist | - Case Worker / Manager |
| - Nurse Generalist | - Clerical Support |
| - Psychologist | |



Clinical Team Staffing Levels (*Preliminary*)



Within each staffing position, four hourly rates, designated as Levels 1 through 4, will be available on an “a la carte” basis. For example:

Staff Position	Level
Clinical Team Psychologist	1
Clinical Team Psychologist	2
Clinical Team Psychologist	3
Clinical Team Psychologist	4



Clinical Team Staffing Benchmarks (*Preliminary*)



Salaries for Clinical Team positions have been benchmarked to:

- US Department of Labor – Bureau of Labor Statistics
- 11 other regulations promulgated by EOHHS/MassHealth
- Benchmark regulations will be available in supporting documentation posted to the EOHHS website once the draft regulation has been proposed.



Clinical Team Staffing Salary Ranges (*Preliminary*)



STAFF POSITION	Salary Ranges (<i>Preliminary</i>)	
	From	To
- Program Manager	\$50,000	\$90,000
- Supervising Professional	\$40,000	\$70,000
- Psychiatrist	\$150,000	\$200,000
- Nurse Specialist	\$75,000	\$110,000
- Nurse Generalist	\$50,000	\$70,000
- Psychologist	\$65,000	\$95,000
- Social Worker	\$40,000	\$70,000
- Clinician	\$40,000	\$70,000
- Direct Care III	\$30,000	\$45,000
- Case Worker / Manager	\$30,000	\$45,000
- Clerical Support	\$25,000	\$35,000



Clinical Team Staffing Expenses (*Preliminary*)



“Fully loaded” hourly rates will include expense allowances for:

- Tax and Fringe
- Occupancy
- Staff Mileage
- Staff Training
- Program Supplies
- Other Expenses
- Administrative Allocation
- Cost Adjustment Factor



Clinical Team Staffing Rate Calculations (*Preliminary*)



The format of the salary menu calculates salary plus expenses, reduced to an hourly rate, as demonstrated below:

Staff Title	Level	Annual Salary	Plus T&F	Plus Expenses	Plus Admin Allocation	Plus CAF	Hourly (TOTAL divided by 2,080 hours per year)
Position	x	xxx	xxx	xxx	xxx	xxx	<u>\$XX.XX</u>

DDS and providers will collaborate to determine appropriate Clinical Team make-up and to negotiate numbers of annual service units to be purchased. DDS will then calculate the contract total and divide it into an accommodation rate to be paid on either a daily or monthly basis.



Clinical Team Procurement and Contracting



- Clinical Team rates will be added to 101 CMR 424.00: Rates for Certain Developmental and Support Services
- Current contracts terminate on December 31, 2016
- DDS plans to re-procure once the proposed regulation update is posted
- Contracts will be awarded when the regulation update is final. Projected start date of contracts: January 1, 2017



Clinical Team Next Steps



- Discuss provider feedback internally
- Recommend final rate review proposal to executive staff
- Propose rates via a draft regulation
- Public hearing – oral and written testimony
- Review submitted testimony, revise rates as needed
- Finalize rates



Questions/Feedback



The meeting presentation will be posted on Chapter 257 website:

www.mass.gov/hhs/chapter257

Comments and questions regarding Chapter 257 process can be sent to: EOHHSPOSPolicyOffice@state.ma.us